

Northern California TEAMSTER

SERVING 101,000 NORTHERN CALIFORNIA TEAMSTERS AND THEIR FAMILIES

Northern California, November, 1976

151

Vol. XXII, No. 11

1976 Was a Very Good Year, a Vintage Year

Teamster Contracts Are Tops In Nation

By Harry Polland
Teamster Economist

1976 was a contract vintage year for Teamster members in Northern California.

While Teamster negotiators encountered considerable resistance from employers in settling new contract terms, the results were among the best made in the history of the Teamsters Union and organized labor.

Generally, not only were substantial wage increases negotiated, but health and welfare, pension, sick leave and other fringe benefit improvements were made in addition. Indeed, Northern California Teamster contracts now rank at the top—nationwide.

The major contracts negotiated which had a significant impact on other industries as well are the following:

Freight

This contract, covering freight drivers and helpers, provides for a

three-year wage package totaling \$1.65 per hour. In addition, it includes two "open end" cost of living adjustments after the first year and second year of the contract. Improvements in sick leave, health and welfare and pensions are also part of the new contract.

This landmark agreement was part of national contract negotiations and was reached after a short strike.

The total cost package over the three-year period of the new contract is estimated to be \$2.84 per hour. This compares as follows with three-year cycles during the past 10 years.

Years	Cost package per hour
1967-1969	\$.695
1970-1972	1.96
1973-1976	1.17
1976-1979	2.84

As a result, the current wage rate for a truck driver in the basic classification is \$8.09 per hour.

Other contract improvements include:

- Three additional days of paid sick leave during the contract term;
- Increase in health and welfare contribution of 20¢ per hour;
- Increase on the average of 27¢ per hour in pension contributions to improve benefits and to comply with new government standards;
- Non-cost language changes including a three-day "mini-vacation" for employees who qualify for personalized holidays.

United Parcel Service

This is a major agreement which covers the area between Bakersfield and Eureka and between San Francisco and Reno. The terms of this contract settlement were closely related to the freight settlement.

Warehouse

The warehouse settlement in 1976 came after a lengthy strike affecting all of Northern California. The basic improvements are as follows for the three-year term:

- Wages—\$2.50 per hour;
- One additional holiday;
- Five weeks vacation after 25 years service;
- An additional day of paid sick leave each year;
- Increases of 25¢ per hour in pension contributions;
- Language improvements.

The strike demonstrated that all of the Teamsters in Northern California could work effectively together and fashion a superior settlement.

Cannery Industry

After protracted negotiations during May, June and early July of 1976, the Cannery Unions struck when the employers made no more than a token offer. Immediately thereafter, the Federal Government intervened and called the negotiators back to Washington, D. C. The Secretary of Labor and the Director of the Federal Mediation Service were key figures in the negotiations.

This strike, in contrast to the others, had strong outside pressures—government, growers, the public and television and newspaper publicity. Despite threats of a Taft-Hartley Injunction and other interventions to settle, the results were excellent.

- The cost package equals 33% over the terms of the contract;
- Substantial improvements were made in the health and welfare benefits and all benefits despite anticipated high medical inflation are guaranteed during the life of the contract;
- Because occupational safety and health is a major issue in the food processing industry,

plant committees consisting of an equal number of union and management representatives have been formed at each separate company location. Any disagreement between union and management members will be arbitrated.

This contract rates as the best anywhere for employees engaged in processing fresh fruits and vegetables.

Miscellaneous Contracts

A number of miscellaneous contracts using the precedents established in the major agreement were negotiated in the household moving industry, retail department stores and with employers not parties to master contracts.

In addition, a large number of contracts were not open for negotiations in 1976 but provided for deferred wage and cost of living increases to be granted during 1976. The construction, bakery, milk, wholesale grocery and other related industries provided for automatic adjustments in 1976.

Conclusions

The conclusions that can be
(To Page 8)

General Organizer's

COMMENT

By RUDY THAM

The election is over! The results are in! Jimmy Carter has won a narrow victory over incumbent President Gerald Ford. Because of the closeness of the race, the questions are many; the answers are few; for these election results were clearly no traditional mandate from Americans for a President to begin his term as our nation's leader.

The 39th President

After a meteoric rise in the national political scene, Jimmy Carter, a Georgia peanut farmer and former Governor, is about to become our country's 39th President. Prior to his presidential campaign, little had been known about him outside of the State of Georgia. In 1973, he had reportedly been on "WHAT'S MY LINE" and it took about nine out of ten guesses before the panel determined who he was!

His was truly a "grass roots" campaign—from the New Hampshire primary to the general election November 2nd. "Jimmy Who" was a common question as Carter weaved his way through every primary election. Needless to say, he will never suffer an identification problem again.

When Harry Truman suddenly assumed the Presidency, American and foreign leaders seriously doubted that he was capable enough for the job. The same might be said of Jimmy Carter given that his background has been limited, for

the most part, to Georgia state politics.

Nevertheless, time has proven and most historians agree, that Harry Truman is considered to have been one of the best presidents this country has ever had. He made tough decisions and was a leader in civil rights and social programs. Some say the presidency makes a man grow. Hopefully, the office will affect Carter in the same manner. A recent psychological study in a national magazine observed that Carter is a highly intelligent man, impatient with others who do not keep up with his high standards. This surely is a great asset for a leader.

Unanswered Questions

Of course, for the union member, there are many unanswered questions. Unemployment and inflation are major concerns. What will Carter do to combat these problems?

So far, his answers are very cautiously worded. Facetiously, comedian Mort Sahl has said, "Don't worry about whether Carter will keep his campaign promises. He never made any!"

Actually, however, rather than being a subject of a joke, this may be the very reason he was elected. During the nationally televised debates, Carter seemed to recognize his "limitations" and never held out false hopes. When asked about foreign policy, he has said he will surround himself with capable and
(To Page 8)

Plugging In On Pension Decisions

As a result of seminars started on the subject of the Western Conference of Teamsters Pension Plan, steps are being taken to improve dialogue and contact between members, their officials, and Pension Trustees.

Joint Councils 7 and 38 have been urged to constitute, from representatives from both Joint Councils, an advisory committee to the Union Pension Trustees.

The advisory committee would represent various union jurisdictions and would meet regularly with the Joint Councils Trustees.

Their informal discussions on pension policies and recommendations, it is believed, would give the Trustees the benefit of the ideas of a broad cross-section of Teamster members and officials in northern California.

Joint Council Meeting Notice

The December meeting of Joint Council 7 will be held Tuesday, December 7, at 8055 Collins Drive, Oakland.

At East Bay Meeting

Insurer Cannot Arbitrate

An insurance company may not interfere with an employee's job security and an employer may not lay off a driver due to the company's inability to obtain insurance coverage for the driver.

This principle, based on a recent ruling of Arbitrator Sam Kagel, was reported by Teamster Attorney Ed Kovach to delegates to the East Bay Teamsters at their last meeting.

The Collins Case

The case involved Jim Collins, Local 315 member and driver for Seven-Up, Clayton.

During the six years Collins was employed, he had incurred only two traffic violations on the job: one attributable to a malfunction of his truck, and other an unsafe start.

Since 1974, Collins had no traffic violations either while driving for the company or on his own.

However, in 1976, the insurance company advised Collins that they would not give him coverage; on this basis he was laid off by the company.

In a strongly-worded opinion, Arbitrator Kagel said: "The insurance company is not a party to the collective bargaining agreement. And while the company here has laid off Mr. Collins, the effect of the insurance company's action is to result in the discharge of Mr. Collins. The insurance company has no right to make that determination."

Blatant Incident

Pointing out that "the obligation to provide insurance is that of the company," Kagel also said, "In my opinion, this is a rather blatant incident where the insurance company simply has no basis for denying the coverage for Mr. Collins, based upon the record that they presumably acted."

"They are in effect acting as an arbitrator under the collective bargaining agreement by discharging Mr. Collins; and they are not a party to the collective bargaining agreement, nor do they have that authority," Kagel said.

The company has since obtained insurance coverage for Collins.

Anderson Pavilion Is Underway



ANDERSON PAVILION—Ground-breaking ceremonies for the M. E. Anderson pavilion at the future home of International Guiding Eyes, Inc., in Sylmar, Calif., were held recently. Taking part were: Teamster General Secretary-Treasurer Ray Schoessling (center right), IBT Vice President M. E. Anderson (center), and Mason W. Warren (center left), vice president of the Laborers International Union. —TNS photo

Construction has begun on the future home of International Guiding Eyes, Inc., with a pavilion to be named in honor of Teamster Vice President M. E. Anderson, director of the Western Conference of Teamsters.

IGE is a philanthropic organization that provides guide dogs and training free of charge to anyone 16 years or older from anywhere in the world.

A testimonial banquet last winter in Los Angeles, Calif., was attended by more than 1,000 guests honoring Anderson with \$110,000 in proceeds designated for the IGE.

Anderson received IGE's humanitarian award at the banquet. Teamster General President Frank E. Fitzsimmons was the main speaker.

Anderson and Teamster General Secretary-Treasurer Ray Schoessling were on hand for the recent ground-breaking ceremonies at Sylmar, Calif., where the new IGE center is to be constructed.

Also taking part in the ground-breaking ceremonies was Mason W. Warren, a vice president of the Laborers International Union.

Bilking Boss Made To Pay

An employer has been convicted for failing to pay contributions for fringe benefits due under a collective bargaining agreement.

It was probably the first jury trial in San Francisco for violation of a rarely enforced section of the California Labor Code which requires employers to make health and welfare payments agreed to under the terms of a collective bargaining agreement.

Ronald C. Regan, president of the McChesney-Regan Construction Co., Inc., was found guilty of failing to pay more than \$2,700 relative to employee Daniel Mathieson under a collective bargaining agreement with the Bay Area Painters Trust Fund.

The case was pursued by the Consumer Fraud White Collar Unit of the District Attorney's office, with the assistance of the state Labor Commissioner.

Assistant District Attorney Carol Hehmeyer prosecuted the case before Judge Richard P. Figone.

At South Bay Meeting

New Red Cross System

The Red Cross Blood Bank has cut some of its ties with the American Association of Blood Banks clearing house because of a profound change in policy based on the belief that anybody who needs blood ought to get it without being badgered to replace it.

The change of policy and direction was explained at the last South Bay Teamsters Luncheon Meeting by Gordon H. Stafford, in charge of donor resources development for the Central California Regional Red Cross Blood Program.

Need Is Basis

It means that the Red Cross and its affiliates have done away with the system of blood "credits" and "debits" so that it will now provide blood to people on the basis of need—without regard to whether they have donated blood in the past, agree to do so in the future, or have blood donated on their behalf.

The Red Cross will no longer swap blood credits with the American Association of Blood Banks which holds an individual or his family responsible for replacing blood.

The Challenge

Under the new system, the Red Cross no longer requires donations for specific individuals and there will no longer be eligibility requirements for recipients of blood. The big challenge the change

calls for is the maintenance of sufficient blood supplies.

Stafford says the Red Cross will meet that challenge because it banks on the conviction that individuals will continue to donate blood out of a sense of public duty and the knowledge that any one of us, at some time, could be faced with the need for blood transfusions.

The Other Side

(Meantime, at the national convention of the American Association of Blood Banks in San Francisco early this month, the Red Cross withdrawal from the clearing house was denounced by Bernice Hemphill, director of San Francisco's Irwin Memorial Blood Bank and president of the national AABB.

Hemphill's charges:

- The public is less likely to donate blood if it cannot be assured credit.
- The public is confused by the new system.
- "If you move to another part of the country, the credits you have for blood you have donated won't follow you if you're within a Red Cross area."
- "Knowledgeable people in blood banking can get things done a lot cheaper and better" under the old system of "writing a check on one bank and cashing it in another."



EXCHANGING VIEWS—International Organizer and Local 856 Secretary-Treasurer Rudy Tham, right, and President Ben Leal, left, welcome Erich Dorn of the Austrian Social Democratic Party at Local 856 headquarters in San Francisco for a lengthy chat which included the American labor movement as well as the presidential election.



IN APPRECIATION—Local 588 Secretary-Treasurer Fred Paredes, left, and President LeRoy Salido show off the granite bench just off the first tee at the Alameda Golf Course, which is a Local 588 memorial to the late J. F. McSherry, past secretary-treasurer of the local, in appreciation of the 38 years he devoted to his union. McSherry was initiated into the union in 1938 and rose in its service to retire as top official in 1971. He died in 1974.

Try to Deregulate The Airlines, Too

Congress recently began consideration of a bill which would allow some air cargo carriers to fly larger airplanes, exempt from Civil Aeronautics Board regulations, in direct competition with commercial carriers, whose rate structures and routes are dictated by the CAB.

This bill, if enacted, would set a precedent for the freedom of entry by a new airline. For practical purposes, it would allow anyone to start up large-scale operations in unregulated air freight, serving any markets they choose and charging whatever rates they wish.

Take Federal Express

One firm, Federal Express Corp., has operated in this manner under a special exemption in the Civil Aeronautics Act of 1938 that excludes planes with payloads of less than 7,500 lbs. from CAB certification and regulation of markets and rates. Federal Express's desire to operate larger all-cargo planes with-

out regulation, despite a CAB turnaround and suggestion that they apply for certification, was the precipitating force behind the legislation. If successful, the measure could undermine the entire airline industry's cargo services.

The Certified Carriers

Three other airlines operate all-cargo operations, but are CAB-certified, including Flying Tiger Line Inc., Seaboard World Airlines and Airlift International. The IBT represents more than 300 workers with these airlines.

"If enacted, one class of freighter would have unrestricted authority to operate freighters of any size in any market of its choice," said Robert W. Prescott, president of Flying Tiger.

These operators would have completed pricing freedom, could discriminate in favor of large and regular shippers over small and infrequent ones, and could acquire other air-related businesses without CAB approval.

On the other hand, regulated carriers would remain restricted in the markets that they can serve, their rates would be regulated, and they would have to get prior approval of acquisitions.

Disruptive Structure

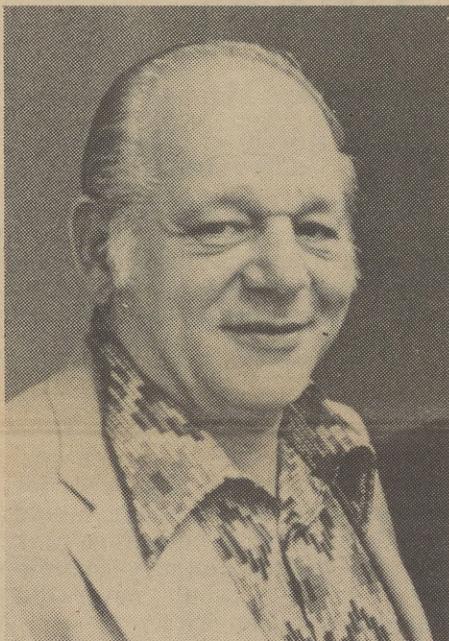
"This bill would create a two-tier structure within the all cargo sector of air carriage — regulated and unregulated," the IBT said in Congressional testimony on the proposal. Regulated carriers would be subject to the route and rate requirements of the law, while beneficiaries could "float unmolested anywhere, anytime, for any price."

If enacted, the bill would put existing carriers and IBT members at a distinct economic disadvantage, disrupt a firmly established policy in this field by setting a precedent for allowing select carriers to circumvent the decisions of established regulatory networks, and effectively deregulate a necessary sector of the air transportation industry.

The IBT opposes passage of H. R. 14623, now pending before the House Committee on Public Works and Transportation.

—TNS

VP Jackie Presser



JACKIE PRESSER of Cleveland, Ohio, is the newest vice president of the International Brotherhood of Teamsters. His appointment by General President Frank E. Fitzsimmons was approved unanimously by the general executive board meeting at Los Angeles in early October. Presser will complete the term of William Presser who retired after 10 years on the board.



AT FOOD-DRUG COUNCIL—Primary speakers at the combined food and drug unions two-day meeting in Santa Maria included, seated from left, Jerry Vercruse, Teamsters Local 595; Scotty Allen, Culinary Local 11; Ben Leal, Teamsters Local 856; Bill Horne, Machinists Local 115. Standing, Sam Matelson, Southern California Food and Drug Council; Ed Diaz, Meatcutters Local 556; Dave Warren, Machinists Local 587; Ken Edwards, Retail Clerks Local 770; Coy Black, Operating Engineers Local 501 and H. J. Sperling, Joint Council of Teamsters 42. Santa Maria Teamster Local 865 Secretary-treasurer Bart Curto and Santa Maria Culinary Union official Ted Zenich provided warm hometown hospitality for the visiting unionists. —So. Calif. Teamster Photo

Teamsters on the Move

Compiled by Dorothy Keane

Re-Elect O'Reilly, De Diego, Charles

Two slates went through without a hitch on white ballots and another slate beat back persistent but fruitless opposition in recent election of officers for three local unions.

Local 860

Secretary-Treasurer Mark J. O'Reilly headed the unopposed slate for Warehouse Union Local 860 in San Francisco.

Elected with him were Henry Aguirre, president; Herbert Suvaco, vice-president; Robert Paterson, recording secretary; and Trustees William Clea, Sr., Charles Young and John Stringer.

Suvaco and Paterson, former trustees, stepped up to their new posts with the retirement of Vice President John Byrne and Recording Secretary Howard Olsen.

Young and Stringer are serving their first terms as trustees.

Local 296

All incumbent officers of Sales Delivery Drivers Warehousemen, Local 296 in San Jose were given another term by white ballot.

They are: Hank de Diego, secretary-treasurer; Ralph Torrisi, president; Joseph J. Sherman, vice president; David Torre, recording secretary; and Trustees Paul Corbisero, Tom Cowley and Dave McKinney.

This slate of officers has been intact for about 12 years, with some of its members having been in office even longer than that.

Local 890

At General Teamsters, Warehousemen and Helpers Union Local 890 in Salinas, Secretary-Treasurer Jose Charles beat back two challengers to lead his slate of candidates to office.

Elected with Charles were Edward E. Gay, president; Paul Mendez, vice president; Delia Aguilar, recording secretary; and Trustees Lupe Jimenez, Maria Ponce and Richard Silva.

Charles won in a landslide with 1,781 votes (out of 2,995 cast) in a federally supervised mailed ballot election.

One opponent got 702 votes and the other got 436 votes.

Organizing

T. Marron Pisani, Local 109 (San Francisco) secretary-treasurer and business representative, announces that after years of trying they have succeeded in winning an NLRB election to represent salespersons at Pelligrini Bros. Wines at South San Francisco. The vote was 27-16 for Local 109.

Local 350 (San Francisco) Secretary-Treasurer Robert Morales reports that about 25 employees at South Valley Refuse Company at Gilroy have voted for Local 350 representation and that contract negotiations are progressing satisfactorily.

Settlements

Local 350 (San Francisco) Secretary-Treasurer Robert Morales reports successful settlement of the 33-day Daly City Scavenger strike with big gains in wages, pension contributions, and fringes including: additional holidays for a total of 11 a year; four days of paid funeral leave; sick leave increased to six days, with unused leave to be paid to the employee at the end of each contract anniversary year; medical benefits to include orthodonture care and income protection. Members Jesus Vasquez and Rosendo Garcia were with Morales in negotiating the three-year agreement. Morales acknowledges invaluable help from Jack Goldberger and Rudy Tham for their support throughout the dispute.

Morales also reports peaceful settlement of agreements with Foothill Company at Mountain View, Pacifica, and Los Altos with increases achieved in all contract features. Members involved in negotiations with Morales included Percy Nichols, Joe Antuna, Paul Bustamante, Herbert Hoover, Merced Ramirez and Victor Ramirez.

Local 265 (San Francisco) Secretary-Treasurer James Strachan announces that members voted 49-20 to accept a three-year contract with Gray Line and end a six-month strike. The contract provides for wage increases with a "formulated cost-of-living adjustment," and grievance arbitration procedures.

Chief Negotiator Hank de Diego announces successful negotiation of an outstanding contract with Alhambra Water for about 200 Teamsters in six local unions. Sitting in negotiations were De Diego and Joe Sherman for Local 296 (San Jose); Bob Windsor, Local 70 (Oakland); Bill Chapman, Local 278 (San Francisco); Rex Harris, Local 490 (Vallejo); Dave Lindell, Local 890 (Salinas); and Clare Cate, Local 980 (Santa Rosa).

Local 70 (Oakland) Secretary-Treasurer Chuck Mack announces successful conclusion of negotiations with Simmons Mattress Company which wins significant wage and fringe improvements while picking up other conditions in the new Furniture contract. Involved in negotiations were Stewards Phil Fernandes, Bill Cummins and Al Rollins.

Moving On

Local 70 (Oakland) Business Agent Roy Nunes has been appointed trustee to the East Bay Drayage Drivers Trust Fund to replace Business Agent Alex Ybarrolaza who voluntarily resigned as one of the four union trustees to the fund.

Local 109 (San Francisco) Secretary-Treasurer T. Marron Pisani announces the appointment of Pacific Crown salesman Leon Faso as trustee to fill the post vacated by Dan Debardeleben.

Local 265 (San Francisco) Secretary-Treasurer James Strachan announces the appointment of former trustee Bert Blakely as vice president and Rodney Mitchell as trustee in place of Blakely.

Watch That Penalty

DMW Director Herman Sillas reminds motorists that there is no longer a grace period for those who fail to renew their vehicle registration on time. He urges owners to avoid penalty fees by knowing their vehicle's registration deadline, and by paying all fees on time.

Josephine Lobue, manager of the new year-round registration program, said DMV mails a renewal notice approximately 30 days before an owner's vehicle registration expires.

The department has mailed about 1.3 million potential renewal notices each month since June.

"Changing over to the new system is going smoother than we ever thought possible," Sillas said. "About 80 percent of the potential renewals have been returned without problems."

"To keep from paying a penalty, all renewal fees must be paid in full on or before the expiration date," Lobue emphasized. "Should a deadline fall on a weekend or holiday, fees may be paid on the first day after that."

How Do We Move the Gas from Alaska?

Keeping America's Lifeline All-American

By Jesse L. Carr

Our nation's last frontier, the Alaskan Arctic, is turning into one of America's greatest energy sources. The 10 billion barrels of oil which lies in the Prudhoe Bay area is scheduled to flow to market in a year and a half.



Carr

That oil has already meant jobs for tens of thousands of American Citizens . . . not only those working in Alaska, but also those who helped manufacture all the materials used in the pipeline, the pipeline support facilities, the ships to eventually move that oil to the Lower 48 and many, many more.

Another Reservoir

Once the oil line is completed, and the oil flows, we have another great energy reservoir to tap: the natural gas in Prudhoe Bay. That natural gas, which is mixed with the oil, can start flowing within a few years after the oil does.

There is an estimated 26 trillion cubic feet of natural gas in Prudhoe Bay, almost enough to heat 1/4 of the entire nation's homes for twenty years! That gas is crucial to easing America's energy crunch and it is damned important that it be gotten to where it's needed as expeditiously as possible, and at the lowest cost to the consumer.

The federal government is now considering several different ways of transporting the Alaskan gas to the rest of the nation. Two of the possibilities are to build pipelines through Canada. However, I feel the best way to give America her much needed natural gas is the third possibility before the government, an All American-All Alaskan gas line.

There are several reasons for my position on this and I would be less than honest if I didn't state,

up front, that my highest priority is employment for Alaskans. I must point out and emphasize, too, that an all American-all Alaskan gas line would provide more jobs for Americans nation wide than would either of the Canadian proposals.

Jobs for Americans

Projected employment figures on the Alaska line are estimated at 24,000! That figure includes, building the pipeline, liquification plant, terminal and re-gasification plant in Southern California and pipeline connections in California and Texas. It also includes building liquified natural gas (LNG) tankers in U.S. shipyards, manufacturing steel for the tankers and pipeline, not to mention the transportation of support materials for the entire project.

An All American-All Alaskan gas line means jobs for Teamsters throughout the nation!

A Canadian line, on the other hand, will provide only 11,000 jobs for Americans. The sponsors of one Canadian route admit that some materials will have to be purchased in Europe and Japan, as well as Canada. During this election year, when we heard so much about correcting the unemployment situation in this country, it amazes me that our government is considering throwing away 13,000 American jobs.

We Need It Now

These are not my only concerns for building an all-American line. Our country is in dire need of the gas in Prudhoe Bay. It is needed to heat American homes, it is needed to provide power for American industry and it is needed now!

The All American-All Alaskan route can be started more quickly because approvals must come from only U.S. authorities, while any Canadian route means getting the O.K. from Canadian, Federal and Provincial governments.

Also, the Canadian Eskimo and Indian organizations want their land claims settled before any line is

built and rightfully so! Remember too, that the Alaska land claims took 5 years to settle.

Canada's Premier Trudeau stated in February that there will be no Canadian pipeline before the land claims are settled. My question is: Can America afford a five-year delay in getting gas to market?

Costly Delay

That delay means money! For each year's delay, the cost of the project rises between 1/2 and 1 billion dollars.

Right now, an All American-All Alaskan route is expected to cost between 9 and 11 billion dollars, inclusive of tankers and regasification. The Canadian proposals are expected to cost from 10 to 12 billion dollars, but that figure does not include the virtually certain delays at inflationary cost increase of from 3-5 billion dollars.

That seems to be a 4-6 billion dollar inequity. It is the American consumer who will pay the difference!

It does not make sense to delay a line when inflation will make the cost of heating American homes even more costly than it is now!

The sad thing about all this is that most Americans are misinformed. Those in the mid-west that back the Canadian proposals feel that because the line goes through their "back yards," they can tap into that line and get their "fair share" of that much needed gas.

This could not be further from the truth. The Prudhoe producers sell the gas to utility companies and that's where the gas goes regardless of where the line is built.

I feel that these are some of the facts that you as Teamsters should have in order to make knowledgeable decision on this all important issue.

(Jesse L. Carr, Secretary-Treasurer of Teamsters Local 959 in Alaska and IBT Trustee, has been a labor leader in Alaska for more than 25 years and is well versed in the development of that state's natural resources.)

Local 85 Report

By Ray Talavera, Secretary and Business Manager

POSITION PAPER ON PICKETING

Contrary to the belief that the Union will not support men who have been arrested as a result of strike activity, we can only advise you that bailing out men who are arrested for legitimate strike activities has always been one of the main functions of a trade union.

This Union does not advocate nor will it condone any violence by its members on the picket line. HOWEVER, LET THERE BE NO DOUBT, WE WILL COME TO THE ASSISTANCE OF THOSE AUTHORIZED MEMBERS WHO MAY BE UNJUSTLY ARRESTED FOR LEGITIMATE STRIKE ACTIVITIES.



Talavera

ON RANK AND FILE ACTIVITIES

Rank and file activities, agitation, and bulletins need not be encouraged. They are ubiquitous, always present, and are as necessary as fire, water, rain, and the soil that produces our vast supply of rich crops. They are to social progress what leavening is to bread, water to fish, and oil to a machine.

A union official intent on getting the most from employers for the members he represents would be ill-advised not to encourage rank and file groups similarly committed. I, for one, would never discourage these activities.

To be effective, to gain a following and be warranted, information disseminated must follow a fundamental, cardinal rule: It must be factual and honest; its purpose to inform, expose, and correct abuses. It is not justified if its purpose is to divide the Union and engender factionalism on baseless and false issues.

BLOOD BANK DONORS THANKED

Following are members (and Mrs. Kelleher) who responded to Blood Bank Chairman Jim Rourke's urgent appeal for blood. Profound gratitude is expressed to these good people who gave of their time Saturday, November 6, to appear at the Peninsula Blood Bank:

Frank Kelleher, Mrs. Frank Kelleher, Daniel D'India, Louise Mi-one, William Hayes, Ralph Rossi, William B. Bagan, Anthony J. Alfisi, Donald Reid, Frank Zedan, Clayton L. Roy, Norman A. Schilimmer, Donald L. Thompson, Stanley Sheetz.

Also, Walter R. Garrison, P. W. Dindia, Eugene McPeake, Bruce Castellanos, Allen McManus, John Runchey, Fred G. Howard, Ray Talavera, Andrew D. Giovo, George J. Blundell, Jim J. Sherry, Daniel Davis.

Less than Medical, Etc.

Prepaid legal services cost about \$20 per year per participant, or about 4¢ an hour, according to estimates presented to the Public Employees Conference, sponsored recently in San Francisco by the International Foundation of Employee Benefit Plans.

Happy Hobo Is No Hobo With a Hit On His Hands

George Gordon, member of Teamster Local 670 in Salem, Oregon, has a hit record on his hands—"Looking for Smokey Bear."

Gordon, whose C.B. handle is The Happy Hobo, has no formal musical education. But while driving between Ontario and Portland and Seattle the past year, he hummed his way and composed his verses until they seemed to come out just right.

Thus he came up with "Looking for Smokey Bear," a protest song against the hundreds of Smokey reports that jam the frequency and the constant inquiry, "How's it looking over your shoulder, good buddy?"

Gordon says: "The C.B. is simply too important for us to permit it to be monopolized by those whose only concern is, where are the bears?"

The record's flip side, "I Miss My Baby When I'm Gone," is about missing his home when Gordon is on the road. He has been married for 29 years to Betty whose C.B. handle is Gypsy Lady.

Basic to Gordon's music is imparting the true picture of the truck



"Happy Hobo" Gordon

driver as a hard working, dedicated professional.

Gordon has driven for P.I.E. for 23 years. He is a member of the P.I.E. million miler club and has been awarded an 18-year N.S.C. Safe Driver Award. He has been a CBER for three years.

Members may send for the record for \$1.50, which includes cost of mailing, to George M. Gordon, 916 S.W. 2nd Street, Ontario, Oregon 97914.



IT PAYS—Take it from Abe Rubenstein, shown above in a 1928 vintage cab he used to drive, it's great—and it pays—to be a Teamster. Abe put in 42 years, 11 months and 11 days as a Teamster before retiring more than seven years ago and he says his pension, on top of social security, permits him to live in reasonable comfort. Abe's '28 cab was an open-cap 4-cylinder vehicle, without a starter and with a push-button to stop the motor. He claims it was quite a speedster which went 50 mph at top speed—20 sideways and 30 forward.

Local 70 News

70 Hegenberger Road, Oakland, Calif. 94621

November, 1976

Phone 569-9317

A Section of The Northern California Teamster

Trustees' Report

LOCAL 70, OAKLAND, CALIF. 94621
AFFILIATED WITH
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

Period Covered: From September 1, 1976 to September 30, 1976

TRUSTEES' MONTHLY REPORT

CASH RECEIVED

Dues	120,802.20
Initiation and Reinitiation Fees	10,275.00
Withdrawal and Transfer Cards	32.00
Assessments and Fines	25,149.83
Receipts—Funds for Transmittal for Members	427.50
Receipts from Affiliates	7,350.00
Other Receipts	3,217.45
TOTAL CASH RECEIVED	167,253.98

CASH PAID OUT

PAYMENTS TO OR FOR OFFICERS AND EMPLOYEES:

Salaries	56,692.96
Expense Allowances	5,410.00
Expenses Reimbursed	242.19
Expenses Paid to Creditors	5,214.76

PAYMENTS TO OR FOR MEMBERSHIP:

Per Capita Taxes	22,832.46
Contributions	420.00
Benefits Paid	33,198.28
Funds for Transmittal for Members	436.50
Refunds—Dues	128.10
Refunds—Initiation & Reinitiation Fees	400.00
Refunds—Fees	180.25

PAYMENTS FOR OPERATING EXPENSES AND OTHER DISBURSEMENTS:

Office and Administrative	5,882.00
Education and Publicity	486.45
Legal Fees	7,027.65
Other Professional Fees	3,146.85
Taxes	(542.24)
Refunds to Affiliates	175.00
Other Activities	15,582.11
TOTAL PAID OUT	156,913.32

NET INCREASE (OR DECREASE) IN CASH

CASH BALANCE BEGINNING OF PERIOD—GENERAL FUND—

CHECKING ACCOUNT 131,390.77

CASH BALANCE END OF PERIOD—GENERAL FUND—CHECKING ACC'T. 141,731.43

Statement of Assets—Period Ending September 30, 1976

	Beginning of Period	Change	End of Period
General Fund—Checking Account	\$131,390.77	\$ 10,340.66	\$141,731.43
Petty Cash	450.00		450.00
General Fund—Savings Accounts	881.89	11.15	893.04
Cash in Special Funds	16,964.00	215.76	17,179.76
Investment—U.S. Bond	5,000.00		5,000.00
Land	173,642.79		173,642.79
Buildings	472,170.00		472,170.00
Office Furniture and Equipment	16,958.00		16,958.00
TOTAL ASSETS	817,457.45	10,567.57	828,025.02
Deduct: Obligations (per list below)	215,682.03	9,288.98	206,393.05
NET ASSETS	\$601,775.42	\$ 19,856.55	\$621,631.97

LIST OF OBLIGATIONS

Date of Obligation	Description	Date Due	Amount
8/66	Building Mortgage—Monthly		193,371.91
11/75	Bank Loan—Monthly		13,021.14
TOTAL			206,393.05

SCHEDULES

To Be Prepared from The Twelve-Month Summary

Other Receipts

Sale of Supplies	18.00
Rent	125.00
Refund—Travel Expenses	14.23
Telephone	184.68
Welfare Administration	2,151.90
Reimbursed Expenses	723.64
TOTAL	3,217.45

Benefits Paid

Out-of-Work Benefits Paid	8,505.00
Pension	4,956.45
Insurance—Group Life	8,557.15
Insurance—Health and Welfare	3,830.49
Insurance—Other	1,434.99
Sick Benefits	5,880.00
Sick Dues	34.20
TOTAL	33,198.28

Other Activities

Meeting and Committee Expenses	1,719.06
Strike Expenses	162.64
Stewards Expenses (other than dues)	56.60
Building Maintenance	2,645.81
Out-of-Town Travel Expenses	484.00
Mortgage and Loan Payments (Principal Only)	9,288.98
Interest	1,225.02
TOTAL	15,582.11
International Out-of-Work Benefits	7,350.00

TOTAL

7,350.00

Note: Figures in parentheses indicate a deficit.

Arbitrator Reinstates 21 Garrett Freight Lay-Offs

Business Agent Alex Ybarrolaza recently won what is probably the most significant arbitration award for Local 70 in quite some time.

In a decisive and sweeping decision, Arbitrator Sam Kagel reinstated all 21 employees who were laid off by Garrett Freight Lines, with their seniority rights unimpaired—clearly establishing that lumping work not only counted for accrual of seniority but that it interrupted the continuity of any three-year layoff to re-establish seniority.

What made the victory particularly sweet was that the case was handled for Garrett by Wesley Fastiff, the C.T.A.'s senior attorney,

who resorted to his usual assortment of bullying tactics and bad manners in his presentations, and in that the employers spared no expense in an all-out effort to win.

Alex gives a lot of credit to our Attorney, Ed Kovach, who prepared brilliant briefs; to Local 70 Secretary-Treasurer Chuck Mack for some vital testimony; to Business Agent Mike Lynn for laying the groundwork by winning some critical grievance cases; and to all the 21 Garrett layoffs for their tenacity, spirited support and undivided singleness of purpose—truly a team effort in a very long and most difficult struggle.

Local 70 Duns C.T.A. For Increased Premiums

In last month's paper it was reported that the Trustees of the East Bay Drayage Health & Welfare Trust had taken action to increase premiums in order to maintain the benefits in our members' Health &

Welfare plans. This action was passed unanimously by the Trustees.

Subsequent to that meeting the California Trucking Association, however, took legal action against the Trustees in an effort to prevent the increased billings from being sent to employers it represents. The C. T. A. is represented on the Health & Welfare Trust, and their representative concurred with the action of the other Trustees. The final motion, in fact, was made to meet objections the C.T.A. Trustee had raised at the meeting regarding the amounts the employers were being billed.

The C.T.A., through their attorneys, first sought a restraining order in Federal Court. The judge refused to grant such an order. The Association then sought a temporary injunction, and the court also refused.

The Trust has now sent its billings to the employers, and if the amounts billed are not paid within the periods of time specified in the Trust Agreement and collective bargaining contract, the employers will be considered to be delinquent and 5-day tie-up notices as provided in the contract for delinquencies will be sent.

Local 70 has also filed a grievance on this matter so that it can be interpreted, if necessary, by the parties to the contract rather than a court of law. Failure to pay premiums the Trust requires could jeopardize our members' benefits.

REMINDER REGARDING NEW DUES STRUCTURE

This is a reminder to our membership that the dues of Local 70 were increased by \$2.00 per month effective October 1, 1976.

This increase was passed at the last International Convention, and is provided for in the International Constitution.

The assessment of \$4.25 per month that the members had been paying for the past year terminated with the month of September. The \$21.35 monthly obligation—\$17.10 Dues and \$4.25 Assessment—will now be \$19.10 Dues and no Assessment.

Executive Board

Secretary-Treasurer
Chuck Mack
Recording Secretary
Jim Rush

President
James (Jimmy) Muniz
Vice President
Stan Botelho

Art Soto
Conductor, Mel Baptista

TRUSTEES
Marty Frates

Larry Dias
Warden, Harold Marks

President Reports

With the presidential election behind us the President-elect now has the responsibility of picking a cabinet that will work with him to try and correct some of the problems that face our nation.

Now that the election is over, Washington is releasing reports that the unemployment figures are on an increase, and that inflation is still on the rise. It is my hope that the new president can put some of the unemployed people back on the payrolls and take them off the unemployment and welfare rolls.



Muniz

'A' and 'B' Lists

As some of the members may have heard—for those who were not in attendance at the last regular meeting—the meeting was a very spirited one and lasted in excess of 4½ hours. The main issue seemed to be the implementation of an "A" and "B" list for people working out of the Hiring Hall.

As I stated at the beginning of the meeting, after reading a bulletin that had been circulating throughout our Union, a vote would not be taken regarding the "A" and "B" lists because this matter had been discussed by Local 70's full Executive Board, and it was unanimously passed at a meeting of the full Board that this matter be referred to the attorneys. The attorneys had spent some time in the Hiring Hall evaluating how the signing and dispatching there actually take place.

Under the Oath of Obligation that all officers took at the beginning of their term, I believe it is our duty to operate the Hiring Hall in a legal manner. There was no way possible

to be sure that we would be operating it in a legal manner on Friday morning, October 29th, without receiving an opinion and advice from the attorneys.

We did allow a thorough discussion of the "A" and "B" lists by members in attendance. Some members present insisted on voting that night. However, we felt that by allowing the members present to vote without the opinion and advice from the attorneys would be unjust to the entire membership, as a small segment of the membership could be jeopardizing this Local Union and its entire membership.

It has not been a practice to adjourn Union meetings because they are spirited, and for this reason various appeals were heard, points of order and points of information were raised, and all members were allowed to voice their opinions.

With reference to the motion that was passed to have a special-called meeting regarding the "A" and "B" lists within fourteen days, it would be impossible to comply with this motion as all members would have to be notified of such a special-called meeting—and at this writing your Executive Board has not yet received a final proposed draft regarding the "A" and "B" lists from the attorneys. Once this is received the Executive Board will review the proposal and make some recommendation regarding it.

In closing, I would like to remind the membership that the November regular meeting will be moved forward one week, per the Local Union By-Laws, and will be held on Thursday, November 18, 1976, inasmuch as Thanksgiving falls on the fourth Thursday of the month.

Fraternalty yours,
James R. Muniz
President

We'll Have the Labor-Saving Titan

Teamsters Local 70 is one of the four Locals in the Bay Area that has been chosen by the International Union for installation of the Titan dues system.

The Titan system is a computer dues system whereby dues paid through Local 70 will be recorded in a master computer along with dues of other Teamster Locals throughout the country.

This system will make obsolete

the dues paying machines, cash registers and ledger cards that Local 70 currently uses. It also will be a major labor saver. Check-offs, which now take a day or two days to run, will be cut to from one to two hours in processing time.

The system will cost Local 70 nothing. It is being paid through our per capita payments to the International Union. Secretary-Treasurer Chuck Mack and President Jim Muniz met with representatives from the International and the Titan System, and were advised that it will be ready for installation sometime after the first of the year.

This will not change the fact that members will still receive receipts, and our records will be readily available through the Local office.

Union Decline Unhealthy

"Union membership decline is unhealthy for the California economy because organized labor is one of the strongest forces in our society that is working to restore full employment."

Donald Vial, DIR Director



Local 70 To Emphasize D

One of the most serious problems facing any member of Local 70 or, for that matter, any member in the trucking industry, is safety and health.

A recent study conducted by the State of California indicated that one in every five workers in California's trucking industry sustained a recordable occupational injury or illness during 1973—almost twice the rate registered for private non-farm industries as a group; and one in every ten workers injured was severe enough to cause lost time. This is two and one-half times the rate for non-farm industries.

With these statistics in mind it is our intention, through this paper, to place some emphasis on safety and health. Henceforth there will be a monthly article dealing with issues in that area—especially as they pertain to members of our Local.

The following article is excerpted from "SHIELD"—the periodical published by the International Union's department of Safety and Health:

The IBT Safety and Health Department has filed comments with the Bureau of Motor Carrier Safety on the subject of changing the current hours-of-service regulations. Before doing so, the Department had consulted with Teamster local unions having members whose driving is governed by these rules.

The IBT opposed any changes in the maximum allowable daily or weekly driving limits. The current regulation limits daily driving to 10 hours, and weekly driving to 60 hours in a seven-day period. The IBT based its opposition on the lack of available data demonstrating a safety problem as a result of these limits, as well as the adverse impact a reduction would have on drivers' wages, the increase in highway transportation costs that would result, and the mass relocation of terminals and employees that would be necessary.

However, the IBT did recommend the following changes:

1. Increase from eight to ten the off-duty hours between tours of duty. This would allow the driver to have eight hours undisturbed rest in addition to normal travel time to and from lodging. Although most of our contracts require the employer to give the driver ten hours or more off-duty between trips, we still hear occasionally about a carrier calling a driver "on six" to report "on eight."

2. Place a maximum of twelve hours on duty on a tour of duty including driving and on-duty time. The current limitation is fifteen hours. Under this proposal, a driver would not be required or permitted to drive once he has been on duty twelve hours. In addition, an overall limit of fifteen hours, including off-duty time, should be figured from the time the driver reports for duty. It would also require the tour to end no later than the 15th hour from the start of the tour regardless of how it is logged. Currently there is no limit on the overall time as long as the 15-hour on-duty is adhered to. As a result, we hear of drivers being on a tour of duty up to twenty-four hours.

3. Include in the regulations an eight hour advance notice requirement. As mentioned in paragraph 1 above, it is important for the driver to have eight hours uninterrupted rest so he will be prepared for the trip. A driver can better prepare himself if he knows the approximate time of his dispatch. This is a very difficult, but not impossible, problem for the carriers to solve.

In addition the BMCS had asked for comments on several specific questions. Concerning the most noteworthy, the IBT said:

—Sleepers operations should not be eliminated. Instead, the BMCS should reverse its stand on a petition by Teamsters' Local 222, and

SICK BENEFIT FUND SICK BENEFIT COMMITTEE

Chairman — Ray Arroyo

Co-Chairman — Lee C. Hafley

Recording Secretary — Jim Dodge

Members: Lloyd Adcock, Frank Arroyo, E. L. "Al" Baratto, Ben DeLima, Eugene Dereig, George Wells, Bennie Whitfield and Honorary Member Jim Bramell

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

Claims for Sick Benefits must be filed at Local 70's office within 30 days of disability.

The Sick Benefit Committee can be contacted by telephone during the day every Tuesday between the hours of 8:00 a.m. and 4:00 p.m. at 569-7171. Also during the evening of its meeting on the second Tuesday of each month, between the hours of 7:30 and 10:00 p.m.

Reminder—Dues must be paid on a current basis in order to be eligible for Sick Benefits

SPECIAL MEETING NOTICE

The annual budget meeting for 1977 will be held Saturday, December 18, 1976, at 10:00 A.M., at Local 70's Auditorium—70 Hegenberger Road; Oakland, Calif.

The 1977 budget — receipts and expenses — will be the only subject discussed per Local 70's By-Laws.



Driver Safety, Health

recom-

should require larger dimensions for sleeper berths so that adequate rest can be obtained.

en the
urs of
driver
turbid
travel
though
re the
er ten
between
ionally
er "on

—Hours-of-service regulations should not be expanded to cover mechanics, loaders and helpers, since their degree of fatigue on the job has little effect on highway safety.

twelve
uty in-
y time.
fifteen
driver
mitted
in duty
overall
ng off-
d from
r duty.
our to
a hour
regard-
rently
all time
uty is
near of
uty up

—The economic impact of a reduction in the daily driving limit would be enormous, as is evidenced by the following rough example: One major carrier alone reported to the ICC a total of 260.3 million intercity miles driven by 2,764 drivers in one year. This averages out to 94,000 miles per driver. Assuming a reduction in the daily driving limit from 10 hours to 8 hours (a 10% reduction), there would be a corresponding drop of 20% in miles driven, or 18,800 miles. With the current mileage rate of approximately 20¢ per mile the drivers receive under our contract, this would result in a wage

loss of \$3,760.00 per annum for each driver. If you apply that reduction of pay to the 2,764 drivers, there would be a total loss in wages of \$10,392,640.00 to this group of drivers. This is just the tip of the iceberg when you consider that 553 additional drivers would have to be employed, adding at least \$3,318,000.00 to the payroll. (It is estimated it costs a carrier approximately \$6,000.00 in health and welfare, pension and fringe benefits to employ a driver.) In addition, the costs would be astronomical to re-domesticate a substantial number of these drivers to different relay points in order to comply with the reduced hours. Additional equipment would have to be purchased. The carrier referenced in this example has 3,781 tractors and 8,241 semi-trailers in service.

The BMCS will study the comments of all interested parties and eventually issue a proposal containing the specific changes which they feel are necessary.

Teamster-Sponsored Bill Can Cut Insurance Costs

Assembly Bill 2839, which was sponsored by the Teamsters Union and passed by the Legislature this past year in Sacramento, has now been signed by Governor Brown.

This is an important piece of legislation, and could cut insurance costs for many of our members.

asked
pecific
most

The bill essentially does two things. First, it prevents an insurance company from canceling or failing to renew an employer's motor vehicle insurance because his drivers have poor driving records in their own personal automobiles; and even more importantly, it prohibits an increase in personal auto insurance premiums because of a conviction for traffic violations which were committed by a driver in the scope of his employment. In

other words, tickets received by Teamster members while working for their employers cannot be used by insurance companies to hike the members' private auto insurance rates.

This measure becomes effective January 1, 1977, and was carried in the Assembly by Wadie Deddeh, Democrat of Chula Vista.

They Have Everything

Cars are made of: iron, steel, zinc, copper, magnesium, aluminum, lead, bronze, brass, plastics, solder, rubber, glass, soft trim, cardboard composition, sound deadeners, sealers, paint, paper, gasoline, fluids, lubricants, and a few other odds and ends.

If You Move . . .

TO: ALL MEMBERS OF LOCAL 70

Please advise the office either by phone or mail of any change in your address.

Name:

Old Address:

New Address:

Employer:

Business Agents

Joe Arino	Bobby Freitas	Roy Nunes	Alex Y. Ybarrolaza
Dick Sarmento	Darold Wright	Bob Windsor	Steve Marinkovich
Al Andrade	Mike Lynn	Ed Painter	Dick Durosette
Wm. Bill Fagundes		Dispatchers Al Fialho	Noel Eben

Secty.-Treas. Report

Contract Negotiations

The contract negotiations are finally starting to wind down.

One major agreement left for negotiations is the Meat contract. Business Agents Alex Ybarrolaza, Dick Sarmento and Bob Freitas have been working with the employers in an effort to resolve the contract issues in this industry. The Butchers' contract in this industry expires this



Mack

month, however; and as might be expected, the employers have been "dragging their heels" in our negotiations until they get the Butchers' contract, which covers more people, out of the way.

Contract negotiations were concluded this month with the Simmons Mattress Company. I represented Local 70 in these negotiations. We received a significant wage and fringe benefit package, and picked up other conditions that were negotiated in the current New Furniture contract.

This contract had been delayed when Business Agent Al Andrade left Local 70 to go North. Through the efforts of the Stewards Phil Fernandes, Bill Cummins and Al Rollins, an outstanding pact was achieved.

The Moving & Storage contract has also been a subject of some discussions this past month. The agreement as of this writing has not yet been signed. There are still major differences over what was agreed to during negotiations. The main problem now centers on Health & Welfare, and the employers have taken a very obstinate position in our efforts to consolidate Health & Welfare programs.

Because the agreement has not yet been signed, retroactivity has not been paid, and the new increases have not been implemented. The issues that remain are important enough to cause another work stoppage. I want to express my appreciation to the membership for their patience in this matter, but a quick signing of the agreement could result in the loss of important health care benefits. Hopefully, the contract will be consummated by the time you receive this paper.

Health and Safety

As reported elsewhere in the paper, I attended the International's Health and Safety meeting in Chicago during October. The meeting was informative, and provided me ideas of how we might better protect our members' health and safety and represent them on problems in this area.

It is our desire in Local 70 to establish an efficient and meaningful Health and Safety program. Wages and fringe benefits mean nothing if a member is not well enough to enjoy them. Sickness and injury cost our membership hundreds of thousands of dollars annually. We must, if we are to represent responsibly, have a program that emphasizes accident prevention, and also enforcement of existing safety and health regulations. We will be endeavoring

to make it as easy to file health and safety complaints as it is to file grievances.

There will be more about this in future issues.

Health & Welfare Surprises

The California Trucking Association surprised us when they went to court seeking a restraining order, and then an injunction, to prohibit Local 70's Trust Fund from billing maintenance-of-benefits Health & Welfare increases that they, along with other Health & Welfare Trustees, had approved two weeks prior.

The C.T.A. has contrived a very distorted interpretation of the Health & Welfare language in our Freight agreement, and attempted to sell it to the courts. The courts have refused to hear the matter and suggested the subject be referred to the negotiating parties for interpretation. The grievance should be heard in the very near future, and I have no doubt the Grievance Committee will make the same decision that has been made by the courts—that the C.T.A. is wrong.

Freight Contract Books

The Master and Local 70 Supplements should be in the members' hands by the time they receive this newspaper. The delays in distribution were due to final proof-readings and corrections. They have finally been made, and the booklet sent to the printer.

"Titan" After First of the Year

President Jim Muniz and I met with representatives from the International Union, and we were advised that Local 70 is one of the four Locals in the Bay Area that has been selected for installation of the Titan dues system.

This system is described in another article, but basically it provides for faster and quicker dues processing than we now have. Our Local has met with the International several times in the past few years and asked that we get priority treatment when Titan was available for installation.

The registers that we now use in processing of dues have been outdated for several years, and we have spent a sizable amount of money in keeping them in running order. Once the system is functional it will not be necessary for us to operate the registers. There will also be considerable labor and space savings, as it will not be necessary for us to keep ledger cards on members. These will henceforth be kept in the computer.

Garrett Case Decided

One of the most important decisions we have received in many years was rendered this week by Arbitrator Sam Kagel. The decision came from a case submitted by Local 70 and Garrett Freight Lines.

The company had taken the position that it had a contractual right to terminate any employee who had not actually worked at their terminal for an 8-hour day in 36 consecutive months. They moved to terminate 20-some employees who fell into this category.

(To Page 4A)

IBT Conducts Safety and Health Seminar

The Teamsters' International held its Safety and Health seminar this past month in Chicago, and Local 70 Secretary-Treasurer Chuck Mack attended the meeting.

This is the first seminar that has been held on Safety and Health in some period of time, and its purpose was to bring Union representatives across the country up to date on the Occupational Safety and Health Act—recent changes in its procedures and enforcement; and also the Bureau of Motor Carrier Safety regulations and their applicability to the trucking industry. Approximately 175 delegates, including some from Alaska and Hawaii, attended this seminar. Presiding over the meetings was R. V. Durham, Director of the International Union's Department of Safety and Health. Warren Morse, West-

ern Conference Co-ordinator, also attended.

Mack, in commenting on the meetings, said they were informative and took place in a relatively relaxed atmosphere, and they were particularly beneficial because they gave Union representatives the chance to directly confront and ask questions of Government officials who were charged with the responsibility for enforcing O.S.H.A. and Motor Safety regulations.

Mack raised a question with the Bureau of Motor Carrier Safety representatives as to why there was so little enforcement of existing regulations. He stated that the problem of voluntary compliance that is now relied on is not working, and that thousands of especially non-union carriers are ignoring the safety regulations. The Bureau of

Motor Carrier Safety Regulations representative concurred that there was a problem with enforcement, and advised that the Bureau is in need of additional funds so that they can hire additional personnel to enforce existing regulations.

Several recent and important facts came to light at the seminar:

1. The Occupational Safety & Health Act has been amended through the support of conservative legislators, and for the next twelve months no money can be used to inspect farms with ten or fewer employees. In addition, O.S.H.A. may not assess penalties against any employer for non-serious violations unless ten or more such violations are found during an inspection.

2. In January, 1977 Workers'

Compensation will increase from \$119.00 to \$154.00 maximum temporary Disability benefit. There will not, however, be an increase in Disability payments.

3. Through the effort of Teamsters' International Health & Safety Department, the status of patients who have undergone coronary bypass operations has been favorably clarified for our members. Henceforth B.M.C.S. will evaluate heart patients on a case-by-case basis. Prior to this clarification any individual who had had the operation was automatically excluded from driving in interstate commerce.

Future articles will deal more explicitly with the rights of workers and the program being developed within our Local Union to more effectively process safety and health complaints of our members.

Bus. Agents' Report

By Darold Wright

The past month finds numerous negotiations still going on in various areas. BOB WINDSOR is in the midst of negotiating the Alhambra water contract. In addition he is following-up on the recent merger of R-C Cola and Canada-Dry.

ALEX YBARROLAZA is currently negotiating the contract with the Pacific Coast Meat Jobbers which covers, among other places, Prime Smoke Meats and Tesio Meat Company. ALEX is also pleased to report a very satisfactory conclusion in the Garrett arbitration case. MIKE LYNN was the agent at the time Garrett terminated a number of employees based on the "36 continuous months of un-employment" clause in the Joint Council 7 Supplemental agreement. MIKE initiated and ALEX concluded the case before arbitrator SAM KAGEL.

DICK DUROSSETTE and STEVE MARINKOVICH report they are having continuing problems with the house-hold movers, but are well on the way to resolving them. DICK also reports that there is a meeting scheduled for next week concerning the Ringsby strike situation. We hope this meeting will bring a successful conclusion to this matter by the time I write this article next month.

ED PAINTER reports that a jurisdictional matter at Todd Shipyards has been resolved by Joint Council Seven. ED is also in the process of negotiating a new agreement with Capitol Metals in Livermore.

JOE ARINO has returned to work after a long siege in the hospital. Take it easy for a while JOE or you'll be back in the hospital, and we need you around here.

BOB FREITAS and DICK SARMENTO report that they have successfully concluded negotiations with Peterson Tallow and the Plumbing House agreement. BOB and DICK are in the process of getting all employers signed to the new steel house agreement.

ROY NUNES has been meeting with the rank and file negotiating committee and the management of Hunt-Wesson Foods in an attempt to negotiate a new contract with that company. ROY has also been meeting with the Oakland Tribune in an effort to re-negotiate that agreement.

DAROLD L. WRIGHT (that's me folks) has been attempting to solve some problems at a number of his terminals regarding SPECIAL COMMODITIES. The policing of that particular agreement is almost next to impossible due to the fact that a large number of S.C.D. companies do not run with the appropriate placards.

In addition, ROME ALOISE (Local 853) and I have been attempting to do some joint organizing. We have an election scheduled for December 2 with a company who has a warehouse and trucking operation in Union City. I also have a couple of other places I'm working on and I will keep you informed as things progress at these places. If you or any member of your family knows of any person working at a non-union company who would like to be represented by the Teamsters Union, please give us a call and we will be glad to meet and discuss with them the benefits of belonging to the Teamsters Union.

Until next month . . .

Driver Donor Stickers Available from DMV

California motorists renewing their driver's licenses may obtain a vital organ donor sticker from the Department of Motor Vehicles to be placed on the back of the license.

The sticker indicates to authorities that the driver wishes to donate one or more vital organs to a person needing an organ transplant upon the driver's death.

This "Gift of Life" program was authorized by separate bills passed by the State Assembly and State Senate.

California is the twenty-sixth state to make use of the driver's license for donor identification.

The donor must be 18 or older. Signatures of two witnesses are necessary to make the sticker valid.

Secty.-Treas. Report

(From Page 3A)

Our Local took the position that if an employee had worked either at the terminal or away from the terminal, straight time or broken time, whatever number of hours in a 36-month period, he could not be terminated by the company. The Union also presented evidence to show that Garrett was using the 36-month section in the contract as a subterfuge to deprive employees of their seniority.

Kagel ruled in favor of Local 70 and gave the employees thirty days to indicate in writing that they desire to maintain their seniority. He also awarded back pay claims if appropriate.

The significance of this decision cannot be over-stressed. It not only protects the seniority of 20-some members, but it has far-reaching implications in future cases.

Business Agents Alex Ybarrolaza and Mike Lynn and Attorney Ed Kovach of Brundage, Beeson, Tayer & Kovach handled the case for our Local, and are to be commended for an outstanding effort.

Regular Meeting

Because of the International Health and Safety meeting in Chicago, I was unable to attend October's regular meeting.

Reports I received indicate that the meeting was "spirited," and there was much discussion of the Hiring Hall and "A" and "B" lists.

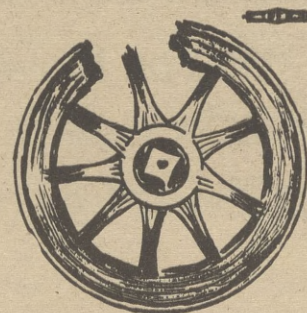
The officers and officials of our Local are familiar with the problems of our members who are unemployed and under-employed — let me caution our members not to think that there is any quick remedy that will mean immediate re-employment or create additional jobs. We have in our contract an "A" and a "B" list, and have been operating with these lists for years. We have every desire to protect job op-

portunities for the membership of Local 70, but we also must be cautious and wary of our responsibilities under law.

This matter is an extremely complex one. Our attorneys have been investigating it for several months. It is not so much that there is a difference between any member as to what the end should be. We must, however, make sure that we don't destroy the end by hastily and irresponsibly selecting an illegal means.

Many members may not know this, but this matter has been before the Executive Board on two occasions, and the Board has taken action consistent with the members' desires. Once our attorneys have devised rules and regulations and made their suggestions, you can be assured that we will respond in quick fashion.

Faternally,
Chuck Mack
Secretary-Treasurer



In Memoriam

AMAUIC, ADOLPH, Oct.
MAC KEANE, AMOS, Oct.
BRECHT, FONTICS, Oct.
AHLEFELDT, ALEXANDER, Oct.

Union Membres Top Earners

Union members earn substantially more than non-union workers doing the same jobs. What's more, the differential has only a negligible effect on inflation.

A new wage study prepared by Princeton University Prof. Orley Ashenfelter for the Ford Administration's Council on Wage & Price Stability, showed that the average wage of union workers was 16 percent higher in 1975 than that of non-union workers in comparable jobs.

The gap was 14 percent in 1973 and 11 percent in 1967.

Ashenfelter's highly technical

analysis, "Union Relative Wage Effects: New Evidence and A Survey of Their Implications for Wage Inflation," also debunked the myth propounded by some conservative economists that because union wages tend to be higher they contribute to inflation.

His analysis disclosed that unionism accounted for only a 1.2 percent increase in the nation's aggregate wage level between 1967 and 1973 over what would otherwise have been the case.

"Since the aggregate wage increased by nearly 44 percent over this 1967-73 period, the effect of unionism on wage inflation during this period must be judged very small," the study observes.

WCT Pension Plan

It has been approximately 11 months since Northwest Administrators, Inc., was assigned the responsibility for administration of the Western Conference of Teamsters Pension Trust Fund in the Northern California area by the Board of Trustees. Therefore, we feel it is time that we advise you on the progress being made in the processing of pension benefits and inform you of the services provided by the Administrative Office.

From the time the move from Teamsters Security Fund to Bur-

lingame was completed and full operations were able to commence, we have been processing an average of 400 new claims per month and have been able to reduce our backlog of 2,446 unpaid claims by over 50%. We are presently down to a three month processing span on the average claim and further improvement is expected. The prompt response of the Local Unions in providing the Administrative Office with requested data (Past Employment Reports, Labor Agreements, etc.) has facilitated

our progress and has been greatly appreciated.

The Western Conference of Teamsters Pension Plan was substantially modified, effective January 1, 1976, and due to the complexity of these revisions, local union officials should not be expected to have all the answers to your questions on eligibility or benefits.

With the hope of providing Plan Participants with a better understanding of their pension rights, the Administrative Office has established a Field Service Department staffed by pension specialists, who, at the request of the local union, will give group presentations and hold question and answer sessions.

Employees of this department will eventually be contacting all Local unions on a regular basis and be available for a personal consultation with anyone who has a question on his or her pension status.

At the present time, this service is being provided in our Burlingame office, located at 433 Airport Blvd., Suite #111, (phone (415) 342-8411) and at some of the larger Local unions in the Bay Area.

200 years
of Democracy



TEAMSTERS ARE...

...airmen, chemists, chief technicians, lab employees, ray helpers, bacteriologists, design draftsmen, technical writers, technical radio mechanics, radio c...tors, cable operators, pharmacists, audio & video communication technicians, engineers, interior dec...telephone repairmen, draftsmen, lab technician...icians, flight control agents, bacteriology employees, surv...ci...embalmers, case aides, news directors, social workers, ce...surgical technicians, clerical workers, pharmacists, conductors, ...ns, dr...mechanics, hotel...meral dire...

TEAMSTERS
A PART OF THE AMERICAN LIFE

Bulletin Board

Local 137

Schedule of Meetings

Members please be guided by the following schedule of meetings:

• Redding Office, 3540 S. Market St., Redding, Ph. (916) 243-0232, 3rd Monday of every month, 7:30 p.m.

• Marysville Office, 1303 F Street, Marysville, Ph. (916) 743-9227, 1st Friday of every month, 7:30 p.m.

• Eureka Office, 3348 Jacobs Avenue, Eureka, Ph. (707) 443-1667, 2nd Tuesday of every month, 7:30 p.m.

Frank M. Wood, Sr.
Secretary-Treasurer

Local 241

The regular membership meeting of Automotive Warehousemen Local 241 will be held on Tuesday, December 7, instead of on Tuesday, December 28.

Secretary-Treasurer
James E. Kincaid

Local 350

ATTENTION ALL MEMBERS FROM LOCAL 350 THAT WERE PARTICIPATING UNDER PLAN 1000AA THRU THE CALIFORNIA TEAMSTERS HEALTH & WELFARE TRUST FUND:

As of September 1, 1976, Sanitary Truck Drivers Local 350 and employers in the solid waste industry have formed a new Trust Fund that is called "Teamsters-Solid Waste Management Health & Welfare Trust Fund" and all your claims should be referred to San Francisco Administrators, 244 California St., San Francisco, California. Claim forms are already available with all employers and the Local Union Office for your convenience.

The Administrators telephone number is: 982-0444.

Secretary-Treasurer
Robert Morales

LINE DRIVERS LOCAL UNION #468 MEETING NOTICE

The next general membership meeting will be held Sunday, December 19, 1976, at 10:00 A.M. at Teamsters Local #853's Hall, 8055 Collins Drive, Oakland.

M. H. Joseph
Secretary-Treasurer

NORTHERN CALIFORNIA TEAMSTER

PETER CARAG, Editor

Publication of Joint Council 7 and Joint Council 38 International Brotherhood of Teamsters

Office of publication, 25 Taylor Street, San Francisco, California 94102. Telephone 885-4969 and 885-4970.



POSTMASTER: Send form 3579 to 746 Brannan St., San Francisco, CA 94103. Second Class Postage paid at San Francisco, Calif.

Published once a month at San Francisco, California, by Joint Council 7 and Joint Council 38 of the International Brotherhood of Teamsters. News copy and picture deadline: First of month.

EDITORIAL COMMITTEE

Joseph J. Diviny, Chairman; Jack Goldberger, George E. Mock, Mark O'Reilly, Hank J. de Diego, John Fitzsimmonds, Bill York, Freddy Sanchez, Pete Andrade.

Trooping to Stockton for John



Teamsters Local 439

The Coffee Break



By BOB PLUMMER

The Retirement Dinner in Stockton on October 29, honoring John Santos was a grand success, with the honoree's friends coming from all over northern California to wish John well. (See photos).

Which is not surprising, considering John's active involvement in Local 439 affairs since he became a member 30 years ago.

John first became a Teamster when he joined Local 601 in 1945.

The following year, as an employee of N. Sweet & Sons, he joined Local 439 where he became Business Agent in 1962.

His years of service from then on included stints as secretary of UPS negotiations and grievance committees and servicing members for the following crafts: feed and grain, furniture, hardware, electrical and plumbing, ice plants, produce, steel products, van and storage, and United Parcel Service.

John's family includes wife Ampy, son Steve, and daughter-in-law Debbie.

Regular Meeting will be held third Wednesday, December 15, 1976, 8:00 P. M.

We are pleased to announce that the new DENTAL office located in the MEDICO DENTAL BUILDING at the corner of Miner and Sutter Streets, Stockton, mentioned in last month's Coffee Break will be open for our members during the first week of December, 1976.

Members can call for appointments after November 22, 1976, by calling (209) 946-0880. Please mention that you are a member of Local 439.

RETIREES

Emil Hanson, Xclusive Laundry
Ali Addi, California Cedar Prods.
John Fitch, Stockton Milling
Harold Walker, A. Teichert & Son
Luther Patton, Riverside Cement
Jack Pitts, Coyner Trucking

SURVIVOR BENEFIT AND DEATH BENEFIT

Mrs. Ruby Brown, survivor of Robert Brown, Star Beverage.

DECEASED

Harry Quinlivan, Associated Deydrator, retired
Joseph Henry Mahan, Sierra Lumber, retired
Robert Bee, Stockton Elevators
Max Omste, Stockton Elevators

We take special note of the retirement of two members who put in service for the local union: Lavon "Bill" Dixon and Agnes V. Marshall.

Bill was employed by Local 439 as business agent for the freight division from 1970-73. He worked for Miles Motor Transport from 1956-70.

Agnes was initiated to Local 439 in 1952 and worked for the union until 1954. She returned to work in 1963 until her retirement last April.



saveEnergy

Morr or Less

By Morris Less

Western Conference Pension Plan

As a result of the Pension Seminar held in October, we may be able to have more communication with Pension Trustees.

The lack of communication with the Trustees and their arbitrary decisions are two points of contention.

Northwest Administrators Office in Burlingame is now operating on an informational program that is constructive and helpful. On request from a local union, one of their representatives will appear at the local union's meeting and detail the present pension situation.

This is a good step forward but it does not change some present and most unsatisfactory Trustee's decisions.

It must be pointed out that the Administrators can only follow rules and directives of the Trustees.

What is considered as the most ill-favored condition is the new situation on early and disability retirements. Those who for legitimate reasons must retire at an early age or a disability suffer large reductions in pension benefits. It is generally strongly felt that this decision is unfair and immoral.

Since it's Teamster Members' money that supports the whole plan, it is proper that those who supply the money should have a far greater voice in the type and amount of benefits paid. This is definitely not the absolute function of 28 Trustees. Participating Mem-

bers must be listened to.

Department of Justice Witch Hunts

We were, and presumably every one else was, elated at Ken Carlson's vindication in the Federal District Court of vicious and phony charges. The latest victim turns out to be a former United States Senator from the State of Florida.

Former Senator Dan Guernsey, a senator for 18 years, was vindicated of unproven and uninvestigated charges recently. This wanton and evil charge cost the senator his election and just about ruined him financially.

While Guernsey was not at all a pro-labor man he, like all of us, is entitled to justice. We are, according to law, innocent until proven guilty. The exception is, of course, being a labor official or not, agreeing with some one in a high and powerful position; then, of course, those lovable people who run the news media which include newspapers, radio and TV who are guilty of publishing scare headlines without a scintilla of proof.

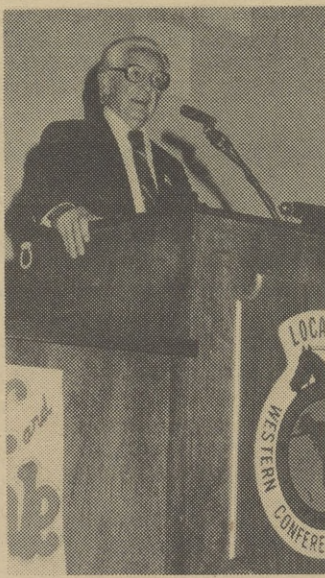
What is desperately needed is some control over charges being blatantly shouted about before any sort of investigation is made.

The Election

As of this date, it looks as though Jimmy Carter did make an Edsel out of Jerry Ford. There are no doubt many reasons for this. The one most often heard is that Mr. Ford kept far too many Nixon appointees in office or on jobs.

The next four years ought to be interesting from Labor's point of view. If everyone's memory holds up, let's see if the tax structure is changed, jobs come up where none exist today, and inflation is stopped; at least those are the promises I've heard and so did you.

(To Page 8)



Senior Power

News About Our Retirees

East Bay Retirees

Regular Meeting
October 20

The meeting was called to order by Vice President Pete Josephs in the absence of President Al Maderos who took a short leave of absence to participate in the last campaign as coordinator for the Democratic candidates.

Mel Wilder, regional director of the Bay Area Union Professional Center was introduced and he addressed us on the advantages of his company's eye care and glasses discount system. The Board has taken the system under consideration and its recommendation shall be presented to our members at the next regular meeting.

Harry Davis, senior advocate for St. Mary's Center, explained their discount prescriptions program and how our retirees can participate in it.

Club Social Director Hank White gave the members a run-down on the "Lucky Reno Bus Trip" that was enjoyed by about 70 members last October 12-13. He plans another one for March 1977 and members will be advised when arrangements are completed.

Special Called Meeting
October 28

In spite of very short notice, a huge turnout of members appeared at Local 70 Union Hall to give Nelson H. Cruikshank a standing ovation (see photos above).

Cruikshank was on leave from his post as president of the National Council of Senior Citizens in order to campaign for Jimmy Carter for President. Cruikshank urged our members to vote for a new leader because President Gerald Ford's program was not geared to help the needy, the poor, the elderly, or labor.

Retired Western Conference Director Einar O. Mohn also spoke to urge us to vote so that top political leaders do not ignore us in the future.

State Assembly candidate Tom Bates, who had solid Teamster and labor backing in his campaign, also spoke briefly.

DON'T FORGET OUR MEETINGS ON EVERY THIRD WEDNESDAY OF THE MONTH.

Joe Chavaria, Recording Secretary

Local 85 Hitching Post

On Tuesday, October 12, the Retirees Club held their Annual Columbus Day Luncheon at the Clubroom, 973 Valencia Street.

There were 85 members and

guests in attendance. All had their fill of fine Italian food and liquid refreshment.

Club Manager John Monferatto and his Aides, Ernie Salabert, Henri Soulie, Ray Roberts, Rudy Ivanetich and Cal Washburn did another real "Bang Up" job in seeing that everyone had a real good time.

The excellent meal was prepared by our two gourmet chefs, Vince Battaglia and Joe Bologna, in the true Italian Style. The bar was ably handled by our own "Flyweight Contender" Frankie Fradella, "The Pride of Precita Avenue," and Jim Hennessy, our Italian accordionist, entertained during the cocktail hour.

Once again, we wish to thank a real "First Class" guy, Si Tashjian, the Mission District Florist, who donated the beautiful floral table piece and the corsages for the ladies of our Auxilliary and guests.

A special thanks to the widow of Emil Brulhe, who drove for Guitard Chocolate, for the donation of a travel bag her late husband received on retirement. We raffled it off and it was won by "Pop" Lagger.

Also a special thanks to our member, Max Lambrigger, who built the new tables and benches, and a special thanks to Bob Sick, who obtained the material to build them with.

Our next event will be our Annual Xmas Party, and you Retirees who would like to get in on the good fellowship and the good times that we have should come by the Club and join up.

Stronger Regulation

Stronger regulation of the funeral industry will be the result of legislation authored by Assemblyman Barry Keene (D-Eureka) which has been signed into law by Governor Brown.

Keene's bill, AB 3876, was drafted in response to complaints brought before the State Board of Funeral Directors and Embalmers. It will tighten state controls over the funeral industry by increasing licensing requirements for funeral directors, extending the time period for lodging complaints against funeral directors, and strengthening the law regarding the handling of pre-need funeral trust funds.

"Many of us find ourselves so engulfed in personal grief when we must rely on the funeral industry's services that we fail to take adequate precaution against improper business dealings," Keene said. "This legislation will insure some industry housecleaning takes place to aid the consumer."

AB 3876 was sponsored by the State Board of Funeral Directors and Embalmers and the Department of Consumer Affairs.

RALLYING POINT —
NCSC President Nelson Cruikshank takes the rostrum, center, top panel, to urge East Bay Retirees to turn out the vote for the Carter-Mondale ticket in the November elections. Listening are, from left, Club officers Frances Speer, Manuel Oliver, Pete Josephs, Joe Chavaria, Frank Romero and Aubrey Lyons. Listening behind the rostrum at right photo are, from left, Einar O. Mohn, Peter Andrade, Jack Strelo, and Club President Al Maderos.



Construction H&W Trust

By Mel J. Tracy

This month's column will be devoted to eligibility for Health & Welfare benefits for Construction Teamsters in Northern California.

I feel that a discussion like this is important because the vast majority of Teamsters Health & Welfare plans, other than Construction, have entirely different rules governing eligibility for benefits. Construction is unique because of many factors such as weather conditions, misguided environmental protests, high interest rates on construction loans curtailing new building, etc.

The Trustees of this Fund over the years, therefore, have realized that in order to provide the best possible protection for you and your eligible dependents a different method of determining eligibility would have to be devised.

FIRST, let me say that in most Teamsters Health & Welfare plans you must work eighty hours in any given month to be eligible for Health & Welfare the following month; and that's it. In most cases, if you work less than 80 hours the employer contributes *nothing* because you are receiving no benefits. If there is a work stoppage or if you are out of work for an extended period, your coverage would terminate at the end of the month following the month that you last had eighty contributed hours.

Now let's see the difference in construction.

After you initially qualify for Health & Welfare benefits (usually because of becoming a new member) any hours exceeding 80 that are reported by your employer in any given month are put into a savings account for you—or what we call a "Bank of Hours," and you can accumulate up to a maximum of 480 hours in your "Bank."

Eighty hours per month are required to provide current eligibility. Accordingly, during off-season if you work only 40 hours we take the other 40 out of your bank and you are covered. If you accumulate a full bank of hours, you can be

covered for six full months, i.e., 6x80 = 480 hours.

On May 1, 1975, the Trustees, acting upon the advice of Co-Consultants and Co-Legal Counsel, initiated a new idea in determining eligibility, by instituting a lag month. This was accomplished by giving everyone who was eligible, as of that date, a free month. For the month of May, the Fund did not subtract either from the bank or the employer contribution form the necessary eighty hours to provide current coverage. This enables us to do several important things. We can be certain you are eligible for Health & Welfare benefits without having to wait for the employer's monthly contribution report to arrive and be processed in our office. More important, it enables us to provide your Local Union with information on your eligibility a month in advance.

On approximately the 20th of each month your Local is sent the list of eligibles for the following month. Thus, in the latter part of September your Local Union knew if you were eligible for October. If you are in doubt, therefore, as to whether or not you are currently eligible, call your Union.

Space will not permit further elaboration of this subject at this time. In the next issue of the Northern California Teamsters I shall cover other aspects of this topic that are very important to you.

In order to add a little variation to this column, I am proposing a little more personal contact with Construction readers. I would very much like to devote a portion of this monthly discussion to a "Letter to the Editor" type of thing. If you have any general "how come" inquiries, please send them to me personally and I will try to give satisfactory answers in the following issue of the column.

Happy Thanksgiving to everyone!

From Our Man in Sacramento

California Teamsters' Legislative Report

By Gerald O'Hara, Legislative Representative

Election results were again a testament to the independence of the California voter. On the one hand, they voted Republican for the office of President and United States Senator turning down the winner, Jimmy Carter, and casting out the incumbent U.S. Senator, John Tunney. On the other hand, they elected a majority of Democrats to both the State Senate and Assembly.

The newly-elected Assembly will have a majority of 57 Democrats and 23 Republicans. The Senate will have 26 Democrats and 14 Republicans.

Statewide ballot propositions which hinted at costs were mostly turned aside. The voters soundly defeated Proposition 14, the Agricultural Labor Relations Initiative sponsored by the United Farm Workers.

There will be five women in the new Assembly, four of whose candidacies were endorsed by the Teamsters. The first woman ever to be elected to the California State Senate, Rose Ann Vuich, a Dem-



O'Hara

ocrat, won her Central Valley seat in a close race.

Teamster endorsements were generally successful with 107 out of 118 endorsed candidates being elected, scoring over 90%.

Deregulators moved on two fronts as both the California Transportation Department and the California Public Utilities Commission affirmed their intent to do away with the minimum rate tariffs.

At Transportation Department

In a "draft" State Transportation Plan recently released by the State of California Business and Transportation Agency, the planners admit to planning UNEMPLOYMENT for Teamster professional drivers.

In their words, "Because of potential negative effects of deregulation on trucking labor... compensation mechanisms (such as special unemployment benefits and tax write-offs) and gradual regulatory reform will be necessary."

In another chapter the Plan pledges the State to a No-Growth highway program which spells long-term unemployment for Construction Teamsters.

At Public Utilities Commission

At the Public Utilities Commission, the request for rate increases to cover the cost of recently negotiated Teamster wages was refused in part.

The increase requested was 9%. However, the Commission granted increases of only 6% for shipments of 40,000 pounds and over; 7% for shipments of 10,000 to 40,000 pounds; and 8% for shipments of less than 10,000 pounds.

Tanker shipments were limited to a 1% increase and tanker common carriers were given the 6% requested thus forcing open competition.

The Commission's majority supported the contention that there is no justification for future increases in the minimum rates, "unless and until it can be shown that the rate level is such that it is predatory as that term is defined by relevant federal and state antitrust laws."

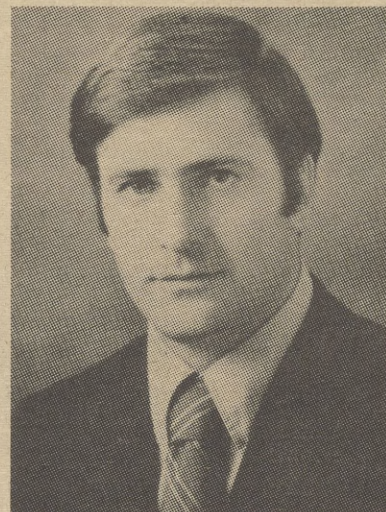
Make Our Objections Known

Your cooperation in making known Teamster opposition to deregulation is requested.

Write Mr. Donald Burns, Cabinet Secretary to Governor Edmund G. Brown, Jr., 1120 N Street, Sacramento, California; Assemblyman Walter Ingalls, Chairman of the Assembly Transportation Committee and ex-officio member of the State Transportation Board, State Capitol Building, Sacramento; Senator James Mills, ex-officio member of the State Transportation Board, State Capitol Building, Sacramento.

Also, contact your local state legislator.

Legislator Of the Month



Senator-Elect
John Garamendi
(D) Mokelumne Hill

Senator-elect John Garamendi (Democrat-Mokelumne Hill) recently conducted an extensive examination of the food marketing system in the Sub-Committee on California's Food and Agricultural Economy. The public hearings held in Sacramento on October 18th and 19th revealed substantial waste and inequity throughout the marketing system, and pointed to specific problem areas where revisions of marketing practices will serve to improve food delivery statewide.

See More Unemployment Ahead

If past unemployment trends are a valid indicator, American workers may be in for more rough weather as far as jobs are concerned.

Reflecting the severe impact of the recession, 1976 was the first year since 1961 in which the total number of persons employed at some time during the year was not higher than in the previous year, the Bureau of Labor Statistics reported in August. At some point

during 1975, 101.2 million persons were at work, compared with 101.5 million the year before, according to BLS figures.

About 21 million workers or 20.2 per cent of the work force experienced some unemployment during the year — 2.6 million more than in the preceding 12 months. Some 3.2 million Americans did not work at any time during the year.

More than 9 million workers, about 44 per cent of the unemployed, were jobless for 15 weeks or longer. This was about 3 million more than in 1974. Two-thirds of the increase, BLS said, was among persons unemployed for 27 or more weeks.

Current unemployment statistics weren't much more optimistic. The nation's unemployment rate edged up slightly in August to 7.9 per cent, its highest level this year, and third monthly increase since May, the Labor Department announced in early September.

The overall 7.9 per cent rate is the highest unemployment has been since last December, when it was 8.2 per cent.

—TNS

Morr or Less

(From Page 6)

What happened to Mr. Tunney comes from two reasons. Number one is the failure to keep up contact with the people of California. Number two is that Mr. Tunney took too damn many holidays from his alleged work in Washington, D.C.

All in all, we in Labor lost some and gained some. This means that we must continue to be vigilant as to Members' rights and carry on the continuing struggle to pursue Teamsters Members' advancement.

General Organizer's Comment

(From Page 1)

experienced experts in this field.

On the other hand, he apparently convinced the majority of the electorate that he would face all problems as they come with a new, be it undefined, approach and that promise alone, moved people to vote for a change in leadership.

He Needs Our Support

Accordingly, the direction our Country will take in the next four years will depend in large measure, on those Carter selects as advisors. One thing is certain, he will have a democratic Congress, which presumably, will support his programs. Even that, however, could be doubtful, if he were to become the type of leader our Governor, Jerry Brown, has been, Brown's "all things to all people" approach to

government has baffled many traditionalists in politics.

In short, we in the labor movement, will have to take a "watch and see" attitude toward Carter. In the poll of the 2.2 million Teamster membership, only 13% of the members were apparently willing to take a definite stand, though Carter won the Teamster election. This uncertainty in any type of mandate from the membership must be considered carefully.

Nonetheless, it is necessary for all of us to get behind our next president as he takes on this difficult office. So far, Jimmy Carter has been a "good listener," and I would suggest that all of us express ourselves on difficult issues as they rise, either in writing to him and/or our Congressional representatives. His responsiveness or lack thereof, should determine whether he will continue to receive our support.

There Are Lessons To Learn But the Job Is Still the Same

(From Page 1)

drawn from the 1976 negotiations are that:

- The Teamsters settlements were on the whole superior to settlements generally. According to the Bureau of National Affairs, the median increase in wages during the first nine months of 1976 was 42.5 cents per hour (excluding the construction industry).
- Strikes were required in our major negotiations in order to obtain settlements. It is clear that employer resistance is growing and contract negotiations are becoming more complex and difficult.
- Teamster members are responding to losses in "real" wages during 1973-76 because

of the steep rise in the cost of living during this period. The cost of living index rose 29% between March of 1973 and March of 1976. As a result, members' wishes have been clearly identified in the settlements reached.

- The key to successful negotiations is strong membership support. This support was apparent in the 1976 round of negotiations.

The principal tasks of our unions remain the same. We must continue to build our unions, to be adaptable to changes in the economy and in the industries with which we negotiate, to establish close union alliances and to approach negotiations constructively for the purpose of solving problems.

IN MEMORIAM

COGOZZO, TONY, Local 226, San Francisco, Oct. 16.
CHARNAS, PETE, Local 226, Nov. 5.
HARMAN, JAMES A., Local 241, San Francisco, Oct. 26.
DUGGAN, EDWIN J., (BUD), Local 665, San Francisco, Oct. 7.
FERRARI, WILLIAM, Local 265, San Francisco, Oct.
BINGER, E., Local 484, San Francisco, Oct. 14.
BURLINSON, WILLIAM, Local 484, Oct. 7.
MILLWARD, GEORGE, Local 216, So. San Francisco, Oct. 2.
CARANZI, JOHN, Local 860, San Francisco, Oct. 17.
BAUER, GARY, Local 860, Oct. 17.
RASTORFER, LESTER, Local 860, Oct. 1.

SACKETT, EDWARD F., Local 860, Oct.
MANN, JAMES, Local 860, Oct.
KEIMIG, ANGELO, Local 750, Oakland, Sept. 30.
FERNANDEZ, MARY, Local 750, Oct. 8.
LEE, HENRY, Local 750, Oct. 8.
PASQUAL, JOSE, Local 750, Oct. 26.
VIVO, MARY, Local 750, Oct. 24.
ELIOUT WILDER, Local 750, Oct. 19.
LEW, YIP JONG, Local 750, Oct. 27.
ACENSIO, RAYMOND, Local 85, San Francisco, Oct. 13.
CAHILL, WALTER F., Local 85, Oct. 3.
CEREHINO, GEORGE, Local 85, Oct. 15.
LYNCH, GEORGE J., Local 85, Oct. 12.
PALMIERI, ANGELO, Local 85, Oct. 1.
ROHNER, JACOB, Local 85, Oct. 5.
SWEETEN, HOMER, Local 85, Oct. 21.
TARABELLA, CONRAD, Local 85, Oct. 19.